GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

APMES –Andhra Pradesh Medical Education Services Revised Pay Scales-2020 to the teaching Faculty / Retired Teaching Faculty in Andhra Pradesh Medical Education Services – Orders – Issued.

HEALTH, MEDICAL AND FAMILY WELFARE (A1) DEPARTMENT

G.O.MS.No. 22 **Dated: 01-03-2021.**

Read the following:-

1. G.O.Ms.No.242, HM & FW (A2) Department, dated 04.09.2010.
2. From the Director of Medical Education through e.file No.HMF02-33021/4/2019-PLG- DME (Computer No.754376)
3. G.O. Rt. No. 138, HM & FW (A1) Department, dt:25.02.2019
4. Report of the Committee received through Director of Medical Education e.file.No.754376.

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ORDER :

In the G.O. first read above, orders were issued extending the UGC (like) Revised Pay Scales 2006 to the teaching faculty of Government Medical and Dental Colleges in the State.

2. In the reference 2nd read above, the Director of Medical Education, Andhra Pradesh, Vijayawada has submitted the proposals for implementation of UGC Revised Pay Scales to the teaching faculty of Government Medical and Dental Colleges in the State.

3. In the reference 3rd read above, Government have constituted a Committee under the Chairmanship of Dr.(Mrs) Poonam Malakondaiah, IAS, Special CS to Government to recommend necessary guidelines on implementation of recommendations of 7th Pay Commission to the Teaching Faculty working in Andhra Pradesh Medical Education Services (Revised UGC Scales) with certain terms and References.

4. The Committee has submitted the report to Government in the reference 4th read above.

5. Government after careful examination of report of the Committee here by Revise the existing Pay Scales, to the teaching faculty/Retired Teaching Faculty in Andhra Pradesh Medical Education Services duly modifying the recommendations of the Committee from the date of issue of this order. The guidelines and Scale of Pay are as follows:

6. **Coverage and Applicability: The** Andhra Pradesh Medical Education Services Revised Pay Scales-2020 shall be applicable to all Medical and Dental Teaching faculty as Tutors, Assistant Professors, Associate Professors, Professors, Principals, Superintendents, Additional DMEs and DMEs and retired Teaching Faculty in AP Medical Education Services who have drawn UGC (like scales) as per G.O.Ms.No.242, HM & FW (A2) Department, dated 04.09.2010.

7. **Date of effect: The** Andhra Pradesh Medical Education Services Revised Pay Scales-2020 will be effect from the date of issue of orders.

P.T.O.

8. **Pay Scales and Pay Fixation Formula :**

Pay Fixation method: The revised pay structure for different categories of teachers and equivalent positions for Direct Recruitees or Regular Promotion is based on the following:

a) The formula followed for the revised pay scales is the 7th Central Pay Commission (CPC) academic pay structure, moving from the concept of Pay Band and Academic Grade Pay of 6th UGC Pay Scales to that of Academic Levels and Cells in the revised pay scales.

b) The first academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels for AGPs 7000, 8000, 9000, 10000 are 11, 12, 13A, 14 respectively and 15 for Higher Academic (Admin) Grade (HAG).

c) Each cell in an academic level is at 3% higher than the previous cell in that level.

d) The Index of Rationalization (IOR) is 2.67 at present AGP less than Rs.10,000 and 2.72 for the AGP of Rs. 10,000 and above.

e) The revised pay structure for different categories of teachers in Medical and Dental Colleges, Principals of Medical and Dental Colleges, Superintendents of Hospitals, Additional Director of Medical Education and Directors of Medical Education and equivalent positions working in AP Medical Education Services is based on the 7th CPC academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Academic Cells. The Pay Bands and Academic grade pay hitherto mentioned in the 6th UGC PRC 2006 are replaced by Academic Levels and Cells in the PRC.

I. For fixation of pay of an employee in the Pay Matrix as on the issue of this order, the existing pay (Sum of Pay in Pay Band + Academic Grade Pay) in the pre revised structure as on the issue of this order shall be multiplied by a factor of Index of Rationalization (IOR).

II. The Index of Rationalisation (IOR) is 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs.10,000 and above. i.e., 2.67 for AGPs 6000, 7000, 8000, 9000, the revised Pay is calculated as (sum of Pay in Pay Band + Academic Grade Pay) × 2.67 and 2.72 for AGPs 10000, 11000, 12000 and Higher Academic Grade, the revised Pay is calculated as (sum of Pay in Pay Band + Academic Grade Pay) × 2.72 .

III. The following is the Pay structure & Index of Rationalization to teachers and equivalent positions for Direct Recruitees or Regular Promotion

Academic Level	**Faculty Cadre**	**Grade Pay Rs**	**Entry Level Pay in 6th UGC Scales Rs**	**IOR**	**Rationalized Entry Pay in Revised Pay Scales RPS Rs**
10	Tutor	6000	21,600	2.67	57,700
11	Assistant Professor	7000	25,790	2.67	68,900
12	Associate Professor (1 to 3 Years)	8000	29,900	2.67	79,800
13A	Associate Professor (After 3 years)	9000	49,200	2.67	1,31,400
14	Professor	10000	53,000	2.72	1,44,200
15	Professor HAG (After 10 years)	----	67,000	2.72	1,82,200

(Contd... P.3)

f) The pay of all eligible Medical and Dental Teaching faculty, Principals, Superintendents, Additional DMEs and DMEs working in AP Medical Education Services in the UGC Scales of Pay as on the issue of the order shall be fixed at the corresponding pay in the Revised Pay Scales as per the Pay Matrix Tables as shown below with effect from the date of issue of this order. The following Pay Matrix based on the above propositions on Academic Levels, Cells and Entry Pay shall be implemented.

Pay Matrix for Revised Pay Scales

Pay band Rs.	15,600-39,100			37,400-67,000		67,000 - 79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

(Contd... P.4)

i. For arriving at revised pay of an employee in the Pay Matrix as on date of issue of this order, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on the before the date of issue of this order shall be multiplied by a factor of 2.67 for present AGP less than Rs.10,000 and 2.72 for the AGP of Rs. 10,000 and above.

ii. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell (Rationalized Entry Pay) of that Academic Level.

iii. If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent shall be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

9. The Revised Pay structure in the Revised Pay Scales for each Cadre of faculty, appointed as Tutors, Assistant Professors, Associate Professors, Professors, Principals, Superintendents, Additional DMEs and DMEs is as follows :

S.No. :	Existing Pay	Revised Pay
1	Tutors: (at Rs.6000 AGP in PB Rs.15,600- 39,100)	at Academic Level 10 with rationalized entry pay of Rs.57,700/-
2	Assistant Professor (at Rs.7000 AGP in PB Rs.15,600- 39,100)	Assistant Professor at Academic Level 11 with rationalized entry pay of Rs.68,900/-
3	Associate Professor (First Three Years) (at Rs.8000 AGP in PB Rs.15,600-39,100)	Associate Professor Junior (First Three Years) at Academic Level 12 with rationalized entry pay of Rs.79,800/-
4	Associate Professor from Fourth year onwards (at Rs.9000 AGP in PB Rs.37,400- 67,000)	Associate Professor Senior at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-
5	Professor (at Rs. 10000 AGP in PB Rs.37,400- 67,000)	Professor at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-
6	Professor(HAG) without AGP in Academic level 15	for Professors as Principals, Superintendents , Additional DMEs, DME (Academic), DME at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-

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a) The minimum pay and maximum pay matrix of the category concerned i.e.Tutors, Assistant Professor, Associate (First Three Years), Associate Professor (Fourth Year Onwards), Professor and Principals, Superintendents, Additional DMEs, DMEs shall be fixed as the pay scale of that category duly indicating the academic level of that category.

Category	Academic Level	Pay Scales
Tutors	10	Rs 57,700 - 1,82,400
Assistant Professors	11	Rs. 68,900 - 2,05,500
Associate Professor (First Three Years)	12	Rs. 79,800 - 2,11,500
Associate Professor (Fourth Year onwards)	13A	Rs.1,31,400 - 2,17,100
Professor	14	Rs.1,44,200 - 2,18,200
Principals, Superintendents, Additional DMES, DMEs	15	Rs.1,82,200 - 2,24,100

b) The pay for newly recruited or transferred faculty on or after the date of issue of this order will begin at the rationalized entry pay in the academic level of the corresponding cadre on the date of appointment.

10. Increments:

i. The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.

ii. There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

iii. The option date of increment as on 1st January or 1st July will have effect as and when the teacher concerned was appointed or promoted. Till such time, the existing procedure of 1st July will continue.

11. Promotion:

When an individual gets a promotion, his new pay on promotion would be fixed in the Pay Matrix as follows:-

i. On promotion, he would be given a notional increment (F.R. 22 a (i)) in his existing Academic Level of Pay, by moving him to the next higher cell at that level.

ii. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell of then level.

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12. Time Bound Pay Scales / Career Advancement Scheme :

The faculty of Government Medical and Dental colleges, Principals, Superintendents of the Hospitals, Additional DMES and DMEs are sanctioned Time Bound Pay Scales / Career Advancement Scheme in ***G.O.Ms.No.163, Health, Medical & Family Welfare (A1) Department Dated: 16-10-2017.***

i. Wherein, Academic Grade pay of Rs 11,000 and Rs 12,000 are provided in the Time Bound Pay Scales / Career Advancement Scheme for the senior Professors with more than 4 years and 8 years of Professorship respectively, in TBPS/CAS with Previous Pay Scales.

ii. Similarly the fixation of pay for Additional Director of Medical Education / Principals / Superintendents in previousrevised pay scales is fixed as per fitment tables and enhancement of AGP from Rs.10,000/- to Rs.12,000/- and additional administrative allowance of Rs.5,000/- pm is allowed, in TBPS/CAS with previous Pay Scales.

iii. Fixation of pay for Director of Medical Education and Director of Medical Education (Academic) in previousrevised pay scales is fixed as per fitment with enchantment of AGP from Rs.10,000/- to Rs.12,000/- and additional administrative allowance of Rs.10,000/- pm is allowed in TBPS/CAS with Previous Pay Scales.

iv. The Career Advancement Scheme / Time Bound Pay Scales sanctioned to the Faculty of Govt. Medical and Dental colleges, Principals, Superintendents of the Hospitals, Additional DMES and DMEs sanctioned in Previous Revised Scales 2006, is modified accordingly to the pay structure in Revised Pay Scales - 2020 in the same timeline, with the same eligibility qualifications notified for promotions by MCI from time to time, and met by the individual as on that day of becoming eligible in terms of years of service and technical qualifications.

v. The Government is agreed the following modifications in TBPS/CAS for parlance between the Pay Structures of 6th and Revised Pay scales according to the 7^{th} CPC pay fixation formula.

vi. The sum of Basic Pay + AGP arrived in the TBPS/CAS upto before the day of this order is multiplied by index of Rationalization 2.67 for AGPs 8000, 9000 for Designated Associate Professors and Designated Professors .The sum of Basic Pay + AGP multiplied by index of Rationalization 2.72 for AGPs 10000,11000 and 12000 for Designated Professors , Professors , Principles, Superintendents, ADMEs, and DMES. The basic pay arrived by this calculation is the new pay from the date of issue of this order, which is to be located in Academic Level as per the table given below and continued further till the individual is eligible and sanctioned next steps in TBPS / CAS or appointed to the next higher post and so on.

vii. If an Academic Cell identical with the figure so arrived at is available in the appropriate Academic Level, appropriate for the Designation/ Promotion , that Academic Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell (Rationalized Entry Pay) of that Academic Level.

viii. Basing on the conversion of Pay Band and Academic Grade pay of 6^{th} UGC Pay scales to Academic Levels and Academic Cells of Revised Pay Scales, the existing TBPS / CAS is modified from the date of issue of this order as following.

ix. The Government agreed for Academic Level 15 (Higher Academic Grade)for Administrators like Principals, Superintendents, Additional DMEs and DME (Academic),DME.

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TABLE

S.No.	Existing TBPS / CAS in Previous Scales	Government agreed for the Revised TBPS / CAS in the present Scales based on corresponding AGP to Academic level conversion
1	For the Assistant Professors who have completed 4 years in broad specialty / 2 years in super specialty teaching, will be given Career Advancement Scheme irrespective of vacancy and they are re-designated as **Designated Associate Professor.** Two (2) Research Publications as 1st or Corresponding Author published in Indexed / Journals during the tenure of Assistant Professors is mandatory. Fixation of pay as per the fitment table. The scale of pay will not change. The Academic Grade Pay shall be changed from **Rs.7,000 to Rs.8,000/-.**	For the Assistant Professors who have completed 4 years in broad specialty / 2 years in super specialty teaching will be given Career Advancement Scheme irrespective of vacancy and they are re-designated as **Designated Associate Professor.** Two (2) Research Publications as 1st or Corresponding Author published in Indexed / Journals during the tenure of Assistant Professors is mandatory. The pay is fixed as Associate Professor Junior (First Three Years) at **Academic Level 12** with rationalized entry pay of **Rs.79,800/-**
2	For the **Designated Associate Professors** who have completed three years of service, the time scale shall be changed from Rs.18,600-39,100 to Rs.37,400 - 67,000 and applicable grade pay will be **Rs.8000.**	For the **Designated Associate Professors** who have completed three years of service, the time scale shall be changed from Associate Professor Junior (First Three Years) at Academic Level 12 with rationalized entry pay of Rs.79,800/- to **Designated Associate Professor Senior** in same Academic **Level 12,** to the stage of pay with rationalized entry pay at academic cell of Rs.1,24,200/-. (Basic Pay 37400 + AGP 8000 =45400) × 2.67 = 1,21,218 .**Stage in Pay Matrix is Rs. 1,24,200/-.**
3	The **Designated Associate Professors** who have completed six years of service, they may be called as **Designated Professors** and their time scale shall not change. The academic grade pay shall be changed from **Rs.8,000 to Rs.9,000** . For re-designation one should publish Two (2) Research Publications as 1st or Corresponding Author published in Indexed / Journals during the tenure of 10 years teaching. (Total 4 Research Publications).	The **Designated Associate Professors** who have completed six years of service, they may be called as **Designated Professors.** For re-designation one should publish Two (2) Research Publications as 1st or Corresponding Author published in Indexed / Journals during the tenure of 10 years teaching. (Total 4 Research Publications). The Pay shall change to **Academic Level 13A** with rationalized entry pay at Academic cell of **Rs.1 ,31,400/-**
4	The Associate Professor who have completed more than 10 years of teaching from the beginning of the service as Assistant Professor will be Given Career Advancement Scheme irrespective of availability of vacancy. They may be called as **Designated Professors** . Fixation of pay as per the fitment table, the scale of pay changed from Rs.18,600-39,100 to	The Associate Professor who have completed more than 10 years of teaching from the beginning of the service as Assistant Professor will be given Career Advancement Scheme irrespective of availability of vacancy on completion of Ten years of service. They may be called as **Designated Professors** . They should have published Two (2) Research

	Rs.37,400 -67,000 and applicable grade pay **Rs.9,000.** They should have published Two (2) Research Publications as 1st or Corresponding Author published in Indexed / Journals during the tenure of Associate Professor or a cumulative of 4 papers of which two papers as Associate Professors.	Publications as 1st or Corresponding Author published in Indexed / Journals during the tenure of Associate Professor or a cumulative of 4 papers of which two papers as Associate Professors. The Pay shall change to **Academic Level 13A** with rationalized entry pay at Academic cell of **Rs.1,31,400/-**
5	**The designated Professors** who have completed three years of teaching will be given Career Advancement Scheme and time scale will not change. The academic grade pay will be changed from **Rs.9,000 to Rs.10,000.**	**The designated Professors** who have completed three years of teaching will be given Career Advancement Scheme and the pay will change to **Academic Level 14** with rationalized entry pay at academic cell of **Rs.1,44,200/-** .
6	The **Professors** who have completed 4 years of teaching shall be given career advancement Scheme only for financial benefit i.e., time scale shall not change, the academic grade pay shall be changed from **Rs.10,000 to Rs.11,000.**	The **Professors** who have completed 4 years of teaching will be given Career Advancement Scheme and the pay will change to **one additional increment** in the same **Academic Level 14** with existing pay and rationalized entry pay at Rs. **1,44,200/-**
7	The **Professors** who have completed 8 years of teaching will be given career advancement Scheme only for financial benefit i.e., time scale will not change, the academic grade pay will be changed from **Rs.11,000 to Rs.12,000.**	The **Professors** who have completed 8 years of teaching will be given Career Advancement Scheme and the pay will change to **one additional increment** in the same **Academic Level 14** with existing pay and rationalized entry pay at **Rs.1,44,200/-**
8	Fixation of pay for **Additional Director of Medical Education / Principals /Superintendents** in revised pay scales as per fitment tables and enhancement of AGP from **Rs.10,000/- to Rs.12,000/-** and **additional administrative allowance of Rs.5,000/- pm** shall be allowed.	Fixation of pay **for Additional Director of Medical Education / Principals /Superintendents** in revised pay scale is fixed at Professor at **Academic Level 15** with rationalized entry pay of **Rs.1,82,200/-** and with **Existing pay with Two additional increments**
9	Fixation of pay for Director of Medical Education and Director of Medical Education (Academic) in revised pay scales as per fitment and enhancement of AGP **from Rs.10,000/- to Rs.12,000/-** and **additional administrative allowance of Rs.10,000/- pm** shall be allowed.	Fixation of pay for Director of Medical Education and Director of Medical Education (Academic) in revised pay scale is fixed at Professor at **Academic Level 15** with rationalized entry pay of **Rs.1,82,200/- and with Existing pay with Two additional increments**

i. The Designated Associate Professor if promoted on regular line (Vacancy based) as Associate Professor , one increment shall be given in the existing Academic level of designated post, as on date of promotion (Vacancy based) to protect the pay. The Designated Professor if promoted on regular line (Vacancy based) as Associate Professor / Professor, one increment shall be given in the existing Academic level of designated post, as on date of promotion (Vacancy based) and moved to appropriate academic level of Designation / Promotion whichever is higher to protect the pay.

ii. Where ever Research Publications are mandatory qualification for Promotion on regular basis for existing vacancy or for TBPS/CAS, the publication credits are given as per the prevailing guidelines on the date of publication for authorship, notified by MCI.

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iii. Where ever Career Advancement / Time Bound Pay Scales are facilitated with additional increments and staging, the Principals / DDOs of respective colleges/ offices shall be the sanctioning and implementing authorities.

iv. The individual has to apply for TBPS / CAS in the Proforma Annexed as Annexure to this order which are processed by Screening committee / DPC for sanctioning, once in a year on or after 1st September.

13. ALLOWANCES:

(i) DEARNESS ALLOWANCE & HOUSE RENT ALLOWANCE:

In case of DA & HRA the rates prescribed for the Pay Scales of the Central Government Employees, from time to time, shall be implemented to the Faculty of Medical and Dental Colleges, Principals, Superintendents, Additional DMEs and DMEs working in APMES.

The percentage of HRA as clarified vide No. 2/5/2017-EII(B), Dated: 07.07.2017 of the Ministry of Finance, Govt. of India shall be followed w.e.f. the issue of the order.

City	Cities in AP	HRA rates as per 2006	HRA rates as per 2016		
			DA upto 25%	DA crosses 25%	DA crosses 50%
X	Nil	30%	24%	27%	30%
Y	Vijayawada, Vizag, Guntur, Nellore	20%	16%	18%	20%
Z	Remaining cities	10%	8%	9%	10%

(ii) TRANSPORTATION ALLOWANCE:

The Government agreed for the Transportation Allowanceof Rs.3600/- per month shall be paid to the Doctors working under AP Medical Education Services from Academic Level 10 and above.

(iii) ACADEMIC ALLOWANCE:

The Government agreed for the following Academic allowances shall be implemented to the Teaching Staff working under APMES.

(a) The Academic Allowance of Rs.2000/- per month to Tutors, Assistant Professors, Associate Professors.

(b) The Academic Allowance of Rs.3000/- per month to Professors and above cadres.

(IV) Special Casual Leave:

Government agreed for a maximum of 21 days of Special casual leave in a calendar year shall be allowed to the Doctors working in APMES drawing UGC pay scales to attend the conferences of their speciality, Continuing Medical Education Programs, as External Examiners and for Professional development programs.

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(V) Pay Protection for Tutors who are appointed as Assistant Professors in APMES :

The Government agreed for pay protection to the Tutors working in Andhra Pradesh Medical Education Services, subsequently if they are appointed as Assistant Professors in Andhra Pradesh Medical Education Services.

The pay shall be protected Under FR 22 (a) (iv) of AP State Rules. The last basic pay drawn by the individual is protected by fixing the pay in appropriate academic cell in the appropriate academic level in case Tutors appointed as Assistant Professor.

(VI) Encashment of Earned Leave:

As per the State Government Rules, Encashment of Earned Leave at 15 days per annum or 30 days for two years may be availed by doctors who are drawing the Revised Pay Scales in Andhra Pradesh Medical Education services is agreed.

14. PENSIONS:

Formulae for consolidation of pension w.e.f. the issue of this order to the teachers who have drawn Previous Scales and received salaries according to 6th pay commission and in forth coming 7th Pay Commission:

As per ***G.O.Ms.No.15, Higher Education (UE) Department Dated.13.02.2019,*** the guidelines are issued for Calculation of Pension for college, university teachers who drew UGC Scales of Pay and retired from service prior to the issue of this order and concordance tables for pension calculation shall be followed for Pension calculation of Doctors working under APMES and drawing UGC Pay scales.

The following guidelines to the teaching faculty and others in APMES who have drawn UGC and received salaries according to 6th pay commission UGC Scales 2006, Present Revised Scales and retired from service.

a. For the Faculty of Medical and Dental Colleges in various cadres, Principals, Superintendents, ADMEs and DME who drew UGC Scales of Pay and retired from service prior to the date of issue of this order. Pension will be consolidated with effect from the issue of this order.

b. Accordingly, the pension/ family pension of the existing pensioners/ family pensioners of College teachers and Administrators who drew UGC Scales of Pay and retired from service prior to date of issue of this order will be consolidated with effect from the date of issue of this order by adding together : -

i) For existing pensioners, who have retired before the day of issue of this order, the revised pension/family pension with effect from the date of issue of this order shall be determined by multiplying the existing pension/family pension, as had been fixed at the time of implementation of 6th CPC recommendations, by 2.57. The amount of revised pension family pension so arrived at shall be rounded off to next higher rupee.

(OR)

ii) The pension/family pension w.e.f. the date of issue of this order shall be revised by fixing the pay of pensioners in the pay matrix recommended by the 7th CPC in the level corresponding to the pay in the pay scale/pay band and grade pay at which pensioners retired/died. This will be done by fixation under each intervening Pay Commission based on the formula for revision of pay. While fixing pay, the pay fixation formulae approved by the

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Government and other relevant instructions on the subject in force at the relevant time shall be strictly followed, 50% of the pay as on from the date of issue of this order shall be the revised pension and 30% of the pay shall be the revised family pension w.e.f. the date of issue of this order. In the case of family pensioners, who were entitled to family pension at enhanced rate, the revised family pension shall be the pay as on from the date of issue of this order and shall be payable till the period up to which family pension at enhanced rate is admissible as per rules. The amount of revised pension/family pension so arrived at shall be rounded off to next higher rupee.

iii) In cases where pension / family pension w.e.f. the date of issue of this order, as arrived at in accordance with point (i) above or worked out in accordance with point (ii) above, the pension/family pension whichever is higher shall be treated as revised pension/family pension w.e.f. the date of issue of this order.

iv) In the case of those employees who retired/ died before 01.01.1986, the pension shall be worked out on lines with concordance tables given in Government of India Lr.No.38/37/2016 P&PW(A), dated.05.07.2017, based on their notional pay as on 01.01.1986, which was fixed in accordance with the orders issued in G.O.Ms.No.31, Higher Education(UE-II)Dept., Dated.24.05.2013 .

v) For the purpose of point (ii) to arrive at fixation of pay of the pensioners and family pensioners, the concordance tables given in the Govt. of India Lr.No.38/ 37/ 2016-P&PW(A) dt.6.7.2017 shall be followed.

c. The amount so arrived will be regarded as consolidated pension/ family pension with effect from the issue of this order.
d. In case where the pension consolidated is treated as the final full pension, it shall not be lower than 50% of the corresponding pay in the revised pay scale, corresponding to the pre-revised pay scale, from which the pensioner had retired.
e. Such pension will be suitably reduced pro-rata, where the pensioner has less than the maximum required service for full pension as per rule (Rule 46 of APRP Rules 1980) applicable to the pensioner as on the date of his/ her superannuation / retirement and in no case, it will be less than the minimum pension, as prescribed by the Government from time to time. Similarly, in case where the family pension so consolidated is treated as final, it shall not be less than 30% of the corresponding pay in the revised scale of pay introduced with effect fromthe date of issue of this order, for the post held by the concerned pensioner.
f. The Revised pay scales as indicated in this order shall be followed, for allowing the minimum pension/ family pension.
g. Central Dearness Relief is sanctioned on the consolidated pension from time to time. The Dearness Relief shall be rounded off to the next rupee.
h. Revised consolidated pension now sanctioned at above, shall be worked out with reference to the total pension i.e. inclusive of commuted portion of pension which should be deducted from the said amount while making monthly disbursements.
i. The consolidation of pensions / family pensions as ordered above, are applicable to all the faculty of Medical and Dental Colleges , Principals, Superintendents, Additional DMEs and DMEs who retired or died prior to the date of issue of this order who drew 6th Revised UGC Scales of Pay 2006. The faculty of Medical and Dental Colleges, Principals, Superintendents, Additional DMEs and DMEs who have retired after the date of issue of this orderwith the benefit of

(Contd... P.12)

Revised Pay Scales as notified in this order are not eligible for such consolidation of pension. Their pension will be revised based on their new pay fixed in the Revised Pay Scalesin this order.

j. The pensioners are not entitled to commute any portion of pension on the difference in pension now admissible as per these orders.
k. The Additional quantum of pension, medical allowance and other related benefits, shall be applicable as per orders issued by the Government from time to time.
l. The revised consolidated pension/ family pension shall come into force with effect from the date of issue of this order.

m. The Pension Disbursing Officers shall communicate the amount of Revised Consolidated Basic pension and Revised Consolidated Basic Enhanced Family Pension/ revised consolidated basic normal family pension to all the service pensioners and family pensioners and obtain their acknowledgement in token of having received the same. Simultaneously the details of Revised Consolidated basic Pension/ Revised Consolidated Basic Family Pension shall be kept in the website.
n. All the Pension disbursing authorities shall note the consolidated pension in the pension payment orders. They shall simultaneously calculate and note the corresponding consolidated enhanced family pension in the pension payment orders. Similarly in case where enhanced family pension is being paid, the normal family pension to be payable in future shall also be consolidated and noted on the pension payment orders.
o. All Pension disbursing Officers i.e. all Treasury Officers/ Pension Payment Officers are requested to implement these orders without any authorization from the Accountant General (A&E), Andhra Pradesh, Vijayawada / Director of State Audit, A.P., Vijayawada.

p. The expenditure shall be debited to the concerned pension Head to which the pensions are being debited.

15. Academic, Technical and Experience Criterion for Recruitments and Promotions:

a) Academic and Experience criterion for Recruitments and Promotions:

The Medical Council of India has prescribed the following Academic and Experience criterion for Recruitment, Promotions and Designation of faculty working in Medical and Dental Colleges, Principals, Superintendent in Minimum Qualifications for Teachers in Medical Institutions Regulations, 1998 (AMENDED UPTO 8th JUNE, 2017). The Government agreed the same criterion notified by Medical Council of India.

b) Technical Criterion for Promotions:

The following technical criterion for Promotions and Designations of faculty working in APMES as notified by Medical Council of India.

As per MEDICAL COUNCIL OF INDIA Minimum Qualifications for Teachers in Medical Institutions Regulations, 1998 (AMENDED UPTO 8th JUNE, 2017),Medical Council of India has prescribed minimum qualifications and criterion for promotions of Medical teachers from time to time. The publications in

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indexed journals by faculty members were considered as only desirable qualifications till 22.7.2014, to get promoted. Hence the Publications are exempted as essential criterion for Associate Professor posts upto panel year 2013-14, and for Professor posts upto Panel Year 2014-15.

As per No. :MCI-12(1)/2015-TEQ/131880 Dt 03.09.2015, the publications were made mandatory from 23.7.2014 with publication credits given to First and Second Authors of publications in indexed journals.

As per No. MCI-12(1)/2017-Med.Misc./115698 MEDICAL COUNCIL OF INDIA, AMENDMENT NOTIFICATION New Delhi, the 5th June, 2017,The publications are continued as mandatory qualification from 5.6.2017, giving credits to First and Corresponding Authors till further guidelines from MCI.

All such publications should have been done after a faculty has assumed minimum of Assistant Professor post and by following the guidelines of MCI, prevailing on the date of publication of research work by the faculty.

16. Regulations on service matters of the teachers and on other general aspects:

The Service rules mentioned in GO Ms No.:154, Health Medical & Family Welfare (A2) Dt.4 thMay 2002 as Andhra Pradesh Medical Education Service Rules are to be continued.

17. Regulations on maintenance academic standards

The following regulations to maintain Academic standards in Medical and Dental colleges in APMES

- Medical Education Units and Curriculum Development Program: Teaching Programme is to be documented and standardized by each department under the guidance of Medical Education Unit in each Medical college / Dental College. The expenses for Curriculum Development Program are to be met from the funds available with the institute with the approval of Director of Medical Education.
- To follow the Objectives of MCI in teaching each subject for maintaining minimum standards.

18. The expenditure on the implementation of the Andhra Pradesh Medical Education Services Revised Pay Scales-2020 to the teaching faculty of Government Medical and Dental Colleges shall be debited to the detailed Head 010 Salaries under relevant Major, Sub-Major, Minor Group, and Sub Heads of account under respective heads of the departments where the salaries are now being drawn and for allowances shall be debited to the relevant Head of Account of Departments.

19. The Director of Medical Education, Andhra Pradesh, Vijayawada shall take necessary action Accordingly.

20. This order issues with the concurrence of Finance Department vide their U.O.No.FIN01-HR0PCTA (RPRC)/7/2019-PC-TA, Dated:22.02.2021 (Computer No: 782850**)**.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

ANIL KUMAR SINGHAL
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Director of Medical Education, Andhra Pradesh, Vijayawada.
The Accountant General Andhra Pradesh ,Vijayawada/Hyderabad.
The Director of Treasuries & Accounts, Andhra Pradesh, Vijayawada.

(Contd... P.14)

The Director of Local Fund Audit, Andhra Pradesh, Vijayawada.
The Pay and Accounts officer, Vijayawada.
All the District Treasury Officers in the State of Andhra Pradesh.
The Registrar, Dr.NTR, UHS, Vijayawada
The Secretary, A.P. Public Service Commission, Vijayawada.

Copy to:-

All Principals of Government Medical & Dental Colleges.
All Superintendents of Teaching Hospitals / Speciality Hospitals in the State.
The Finance Department.
The PS to Addl., Secretary to C.M
The PS to Principal Secretary, HM&FW Department.
The OSD to Dy.CM (HFW& ME).
The PS to Chief Secretary.
All Sections in HM&FW Department,
SF/SC

// FORWARDED :: BY ORDER //

SECTION OFFICER

ANNEXURE to G.O.Ms.No.22, Dated..01.03.2021

Proforma to be submitted along with application for Time Bound Pay Scale / CAS

1	Name:			
2	Present Designation:			
3	Department:			
4	College:			
5	Date of Acquisition of PG:	M.D /M.S :	M.Ch/D.M:	
6	Date of Joining Assistant Professor:			
7	Date of Joining as Associate Professor:			
8	Date of Joining as Professor:			
9	Date of Probation Declaration			
10	Date of Service Regularisation			
9	Details of Leave availed other than Eligible leave:	From	To	Remarks
10	Details of TBPS/CAS already sanctioned	From	To	Remarks
	Cadre			
11	Eligibility for further TBPS/CAS			
	Cadre:			
12	Details of Publications (Enclosures)			

Declaration

I, Dr…….....do hereby declare that the details furnished above are true and I am personally responsible for the above mentioned data.

Place:

Date:

Signature of theDoctor

Recommendations of the Principal:

Signature of the Principal with date:

ANIL KUMAR SINGHAL
PRINCIPAL SECRETARY TO GOVERNMENT